



Recommendation for Action

File #: 24-3850, **Agenda Item #:** 23.

2/1/2024

Posting Language

Approve an ordinance related to pay and benefits for officers of the Austin Police Department.

Lead Department

Management Services.

Fiscal Note

Funding is available in the Fiscal Year 2024 Austin Police Department Budget.

Prior Council Action:

January 18, 2024 - Council approved Resolution No. 20240118-046, directing the City Manager to bring an ordinance extending pay and benefits for APD.

For More Information:

Bruce Mills, Interim Assistant City Manager, (512) 974-2222.

Additional Backup Information:

On January 18, 2024, Council approved Resolution No. 20240118-046, directing the City Manager to bring to Council for consideration an ordinance extending certain pay and benefits for Austin Police Department ("APD") officers and implementing programs to address the current and projected shortfall of APD officers. The Council also directed the City Manager to ensure that the ordinance reiterates the Council's commitment to the Office of Police Oversight's (OPO) investigative authority and unfettered access to APD personnel, records, and processes.

The proposed ordinance extends and establishes specialized functions, certifications, assignments, and additional pay and benefits for APD officers. Key parts of the ordinance include:

- Increased Field Training Officer pay from \$170 per month to \$245 per month;
- Maintaining base pay and other pay and benefits at current levels;
- Continuing an incentive program for police cadets;
- Creating incentives for the Austin Police Association to engage in substantive meet and confer negotiations and to reach a meet and confer agreement with the City.

The proposed ordinance also includes Council findings regarding the authority of OPO.